

# **WEST VIRGINIA LEGISLATURE**

## **2026 REGULAR SESSION**

**ENGROSSED**

### **House Bill 4765**

By Delegates Hanshaw (Mr. Speaker), Hornbuckle,  
and G. Howell

(By Request of the Executive)

[Introduced January 23, 2026; referred to the  
Committee on Finance]



1 A BILL to amend and reenact §15-2-5, §18A-4-2, and §18A-4-8a of the Code of West Virginia,  
2 1931, as amended, relating to increasing annual salaries of certain employees of the state;  
3 increasing the salaries of members of the West Virginia State Police and certain personnel  
4 thereof; increasing annual salaries of public school teachers; increasing annual salaries of  
5 school service personnel; and providing an effective date for these increases.

*Be it enacted by the Legislature of West Virginia:*

## **CHAPTER 15. PUBLIC SAFETY.**

### **ARTICLE 2. WEST VIRGINIA STATE POLICE.**

#### **§15-2-5. Career progression system state; salaries; exclusion from wage and hour laws, with supplemental payment; bond; leave time for members called to duty in guard or reserves.**

1 (a) The superintendent shall establish within the West Virginia State Police a system to  
2 provide for: (1) The promotion of members to the supervisory ranks of sergeant, first sergeant,  
3 second lieutenant, and first lieutenant; (2) the classification of nonsupervisory members within the  
4 field operations force to the ranks of trooper, senior trooper, trooper first class, or corporal; and (3)  
5 the temporary reclassification of members assigned to administrative duties as administrative  
6 support specialist I-VIII. The promotion of individuals in the forensic laboratory shall include the  
7 classifications of Evidence Custodians I-IV, Forensic Technicians I-III, Forensic Scientists I-VI, and  
8 Forensic Scientist Supervisors I-IV, based on the Forensic Lab Career Progression System.

9 (b) The superintendent may propose legislative rules for promulgation in accordance with  
10 §29A-3-1 *et seq.* of this code for the purpose of ensuring consistency, predictability, and  
11 independent review of any system developed under the provisions of this section.

12 (c) The superintendent shall provide to each member a written manual governing any  
13 system established under the provisions of this section and specific procedures shall be identified  
14 for the evaluation and testing of members for promotion or reclassification and the subsequent

15 placement of any members on a promotional eligibility or reclassification recommendation list. A  
16 written manual shall also be provided to individuals within the forensic laboratory governing any  
17 system established under the provisions of this section and specific procedures shall be identified  
18 for the evaluation of promotion or reclassification of those individuals.

19 (d) Effective ~~July 1, 2024~~July 1, 2026, members shall receive annual salaries payable at  
20 least twice per month as follows:

ANNUAL SALARY SCHEDULE (BASE PAY)	
SUPERVISORY AND NONSUPERVISORY RANKS	
Cadet During Training	\$53,724 <u>\$55,518</u>
Cadet Trooper After Training	\$60,984 <u>\$62,778</u>
Trooper Second Year	\$61,996 <u>\$63,790</u>
Trooper Third Year	\$62,379 <u>\$64,173</u>
Senior Trooper	\$62,778 <u>\$64,572</u>
Trooper First Class	\$63,384 <u>\$65,178</u>
Corporal	\$63,990 <u>\$65,784</u>
Sergeant	\$68,291 <u>\$70,085</u>
First Sergeant	\$70,442 <u>\$72,236</u>
Second Lieutenant	\$72,592 <u>\$74,386</u>
First Lieutenant	\$74,743 <u>\$76,537</u>
Captain	\$76,894 <u>\$78,688</u>
Major	\$79,044 <u>\$80,838</u>
Lieutenant Colonel	\$81,195 <u>\$82,989</u>
ANNUAL SALARY SCHEDULE (BASE PAY)	

ADMINISTRATION	SUPPORT	SPECIALIST
CLASSIFICATION		
I	\$61,996	<u>\$63,790</u>
II	\$62,778	<u>\$64,572</u>
III	\$63,384	<u>\$65,178</u>
IV	\$63,990	<u>\$65,784</u>
V	\$68,291	<u>\$70,085</u>
VI	\$70,442	<u>\$72,236</u>
VII	\$72,592	<u>\$74,386</u>
VIII	\$74,743	<u>\$76,537</u>

21

22       Effective July 1, 2024July 1, 2026, designated individuals within the forensic laboratory  
23   shall receive annual base salaries payable at least twice per month as follows:

24

ANNUAL SALARY SCHEDULE (BASE PAY)		
EVIDENCE CUSTODIAN		
I	\$50,850	<u>\$52,644</u>
II	\$53,178	<u>\$54,972</u>
III	\$56,839	<u>\$58,633</u>
IV	\$59,866	<u>\$61,660</u>
FORENSIC TECHNICIAN		
I	\$53,050	<u>\$54,844</u>
II	\$54,744	<u>\$56,538</u>
III	\$58,626	<u>\$60,420</u>

FORENSIC SCIENTIST	
I	\$60,250 <u>\$62,044</u>
II	\$62,434 <u>\$64,228</u>
III	\$64,538 <u>\$66,332</u>
IV	\$66,937 <u>\$68,731</u>
V	\$70,463 <u>\$72,257</u>
VI	\$74,263 <u>\$76,057</u>
FORENSIC SCIENTIST SUPERVISOR	
I	\$76,962 <u>\$78,756</u>
II	\$80,526 <u>\$82,320</u>
III	\$84,304 <u>\$86,098</u>
IV	\$88,308 <u>\$90,102</u>

25

26        Each member of the West Virginia State Police whose salary is fixed and specified in this  
 27 annual salary schedule is entitled to the length of service increases set forth in subsection (e) of  
 28 this section and supplemental pay as provided in subsection (g) of this section.

29        (e) Each member of the West Virginia State Police whose salary is fixed and specified  
 30 pursuant to this section shall receive, and is entitled to, an increase in salary over that set forth in  
 31 subsection (d) of this section for grade in rank, based on length of service, including that service  
 32 served before and after the effective date of this section with the West Virginia State Police as  
 33 follows: Beginning on January 1, 2015, and continuing thereafter, at the end of two years of service  
 34 with the West Virginia State Police, the member shall receive a salary increase of \$500 to be  
 35 effective during his or her next year of service and a like increase at yearly intervals thereafter, with  
 36 the increases to be cumulative. The forensic laboratory employees whose salaries are fixed and

37 specified pursuant to this section, shall receive, and are entitled to, an increase in salary over that  
38 set forth in subsection (d) of this section, in accordance with §15-2-7(h) of this code.

39 (f) In applying the salary schedules set forth in this section where salary increases are  
40 provided for length of service, members of the West Virginia State Police in service at the time the  
41 schedules become effective shall be given credit for prior service and shall be paid the salaries the  
42 same length of service entitles them to receive under the provisions of this section.

43 (g) The Legislature finds and declares that because of the unique duties of members of the  
44 West Virginia State Police, it is not appropriate to apply the provisions of state wage and hour laws  
45 to them. Accordingly, members of the West Virginia State Police are excluded from the provisions  
46 of state wage and hour laws. This express exclusion shall not be construed as any indication that  
47 the members were or were not covered by the wage and hour laws prior to this exclusion.

48 In lieu of any overtime pay they might otherwise have received under the wage and hour  
49 laws, and in addition to their salaries and increases for length of service, members who have  
50 completed basic training and who are exempt from federal Fair Labor Standards Act guidelines  
51 may receive supplemental pay as provided in this section.

52 The authority of the superintendent to propose a legislative rule or amendment thereto for  
53 promulgation in accordance with §29A-3-1 *et seq.* of this code to establish the number of hours per  
54 month which constitute the standard pay period for the members of the West Virginia State Police  
55 is hereby continued. The rule shall further establish, on a graduated hourly basis, the criteria for  
56 receipt of a portion or all of supplemental payment when hours are worked in excess of the  
57 standard pay period. The superintendent shall certify at least twice per month to the West Virginia  
58 State Police payroll officer the names of those members who have worked in excess of the  
59 standard pay period and the amount of their entitlement to supplemental payment. The  
60 supplemental payment may not exceed \$200 per pay period. The superintendent and civilian  
61 employees of the West Virginia State Police are not eligible for any supplemental payments.

62 (h) Each member of the West Virginia State Police, except the superintendent and civilian  
63 employees, shall execute, before entering upon the discharge of his or her duties, a bond with  
64 security in the sum of \$5,000 payable to the State of West Virginia, conditioned upon the faithful  
65 performance of his or her duties, and the bond shall be approved as to form by the Attorney  
66 General and as to sufficiency by the Governor.

67 (i) In consideration for compensation paid by the West Virginia State Police to its members  
68 during those members' participation in the West Virginia State Police Cadet Training Program  
69 pursuant to §30-29-8 of this code, the West Virginia State Police may require of its members by  
70 written agreement entered into with each of them in advance of such participation in the program  
71 that, if a member should voluntarily discontinue employment any time within one year immediately  
72 following completion of the training program, he or she shall be obligated to pay to the West  
73 Virginia State Police a pro rata portion of such compensation equal to that part of such year which  
74 the member has chosen not to remain in the employ of the West Virginia State Police.

75 (j) Any member of the West Virginia State Police who is called to perform active duty  
76 training or inactive duty training in the National Guard or any reserve component of the armed  
77 forces of the United States annually shall be granted, upon request, leave time not to exceed 30  
78 calendar days for the purpose of performing the active duty training or inactive duty training and  
79 the time granted may not be deducted from any leave accumulated as a member of the West  
80 Virginia State Police.

## **CHAPTER 18A. SCHOOL PERSONNEL.**

## **ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.**

## **§18A-4-2. State minimum salaries for teachers.**

2 specific additional amounts prescribed in this section or article, and any county supplement in  
 3 effect in a county pursuant to §18A-4-5a of this code during the contract year.

4 STATE MINIMUM SALARY SCHEDULE

Years Exp	4th Class	3rd Class	2nd Class	A.B.	A.B. 15	M.A.	M.A. 15	M.A. 30	M.A. 45	Doctorate
0	39,057	39,746	40,012	41,455	42,216	43,983	44,744	45,505	46,266	47,301
1	39,385	40,074	40,340	41,973	42,734	44,502	45,263	46,023	46,784	47,819
2	39,714	40,402	40,668	42,492	43,253	45,020	45,781	46,542	47,303	48,338
3	40,042	40,730	40,996	43,011	43,771	45,539	46,300	47,060	47,821	48,856
4	40,614	41,302	41,568	43,773	44,534	46,302	47,063	47,823	48,584	49,619
5	40,942	41,630	41,896	44,292	45,053	46,820	47,581	48,342	49,103	50,138
6	41,270	41,958	42,224	44,810	45,571	47,339	48,100	48,860	49,621	50,656
7	41,598	42,287	42,552	45,329	46,090	47,857	48,618	49,379	50,140	51,175
8	41,926	42,615	42,881	45,847	46,608	48,376	49,137	49,897	50,658	51,693
9	42,254	42,943	43,209	46,366	47,127	48,894	49,655	50,416	51,177	52,212
10	42,583	43,271	43,537	46,886	47,646	49,414	50,175	50,936	51,696	52,731
11	42,911	43,599	43,865	47,404	48,165	49,933	50,693	51,454	52,215	53,250
12	43,239	43,927	44,193	47,923	48,683	50,451	51,212	51,973	52,733	53,768
13	43,567	44,255	44,521	48,441	49,202	50,970	51,730	52,491	53,252	54,287
14	43,895	44,583	44,849	48,960	49,720	51,488	52,249	53,010	53,770	54,805
15	44,223	44,911	45,177	49,478	50,239	52,007	52,767	53,528	54,289	55,324
16	44,551	45,239	45,505	49,997	50,757	52,525	53,286	54,047	54,807	55,842
17	44,879	45,568	45,833	50,515	51,276	53,044	53,805	54,565	55,326	56,361
18	45,207	45,896	46,162	51,034	51,795	53,562	54,323	55,084	55,845	56,880
19	45,535	46,224	46,490	51,552	52,313	54,081	54,842	55,602	56,363	57,398
20	45,863	46,552	46,818	52,071	52,832	54,599	55,360	56,121	56,882	57,917
21	46,192	46,880	47,146	52,589	53,350	55,118	55,879	56,639	57,400	58,435
22	46,520	47,208	47,474	53,108	53,869	55,636	56,397	57,158	57,919	58,954
23	46,848	47,536	47,802	53,627	54,387	56,155	56,916	57,676	58,437	59,472
24	47,176	47,864	48,130	54,145	54,906	56,674	57,434	58,195	58,956	59,991
25	47,504	48,192	48,458	54,664	55,424	57,192	57,953	58,714	59,474	60,509
26	47,832	48,520	48,786	55,182	55,943	57,711	58,471	59,232	59,993	61,028
27	48,160	48,848	49,114	55,701	56,461	58,229	58,990	59,751	60,511	61,546
28	48,488	49,177	49,442	56,219	56,980	58,748	59,508	60,269	61,030	62,065
29	48,816	49,505	49,771	56,738	57,498	59,266	60,027	60,788	61,548	62,583
30	49,144	49,833	50,099	57,256	58,017	59,785	60,545	61,306	62,067	63,102
31	49,473	50,161	50,427	57,775	58,536	60,303	61,064	61,825	62,585	63,620
32	49,801	50,489	50,755	58,293	59,054	60,822	61,583	62,343	63,104	64,139

33	50,129	50,817	51,083	58,812	59,573	61,340	62,101	62,862	63,623	64,658
34	50,457	51,145	51,411	59,330	60,091	61,859	62,620	63,380	64,141	65,176
35	50,785	51,473	51,739	59,849	60,610	62,377	63,138	63,899	64,660	65,695
Years Exp	4th Class	3rd Class	2nd Class	A.B.	A.B. 15	M.A.	M.A. 15	M.A. 30	M.A. 45	Doctorate
0	40,617	41,306	41,572	43,015	43,776	45,543	46,304	47,065	47,826	48,861
1	40,945	41,634	41,900	43,533	44,294	46,062	46,823	47,583	48,344	49,379
2	41,274	41,962	42,228	44,052	44,813	46,580	47,341	48,102	48,863	49,898
3	41,602	42,290	42,556	44,571	45,331	47,099	47,860	48,620	49,381	50,416
4	42,174	42,862	43,128	45,333	46,094	47,862	48,623	49,383	50,144	51,179
5	42,502	43,190	43,456	45,852	46,613	48,380	49,141	49,902	50,663	51,698
6	42,830	43,518	43,784	46,370	47,131	48,899	49,660	50,420	51,181	52,216
7	43,158	43,847	44,112	46,889	47,650	49,417	50,178	50,939	51,700	52,735
8	43,486	44,175	44,441	47,407	48,168	49,936	50,697	51,457	52,218	53,253
9	43,814	44,503	44,769	47,926	48,687	50,454	51,215	51,976	52,737	53,772
10	44,143	44,831	45,097	48,446	49,206	50,974	51,735	52,496	53,256	54,291
11	44,471	45,159	45,425	48,964	49,725	51,493	52,253	53,014	53,775	54,810
12	44,799	45,487	45,753	49,483	50,243	52,011	52,772	53,533	54,293	55,328
13	45,127	45,815	46,081	50,001	50,762	52,530	53,290	54,051	54,812	55,847
14	45,455	46,143	46,409	50,520	51,280	53,048	53,809	54,570	55,330	56,365
15	45,783	46,471	46,737	51,038	51,799	53,567	54,327	55,088	55,849	56,884
16	46,111	46,799	47,065	51,557	52,317	54,085	54,846	55,607	56,367	57,402
17	46,439	47,128	47,393	52,075	52,836	54,604	55,365	56,125	56,886	57,921
18	46,767	47,456	47,722	52,594	53,355	55,122	55,883	56,644	57,405	58,440
19	47,095	47,784	48,050	53,112	53,873	55,641	56,402	57,162	57,923	58,958
20	47,423	48,112	48,378	53,631	54,392	56,159	56,920	57,681	58,442	59,477
21	47,752	48,440	48,706	54,149	54,910	56,678	57,439	58,199	58,960	59,995
22	48,080	48,768	49,034	54,668	55,429	57,196	57,957	58,718	59,479	60,514
23	48,408	49,096	49,362	55,187	55,947	57,715	58,476	59,236	59,997	61,032
24	48,736	49,424	49,690	55,705	56,466	58,234	58,994	59,755	60,516	61,551
25	49,064	49,752	50,018	56,224	56,984	58,752	59,513	60,274	61,034	62,069
26	49,392	50,080	50,346	56,742	57,503	59,271	60,031	60,792	61,553	62,588
27	49,720	50,408	50,674	57,261	58,021	59,789	60,550	61,311	62,071	63,106
28	50,048	50,737	51,002	57,779	58,540	60,308	61,068	61,829	62,590	63,625
29	50,376	51,065	51,331	58,298	59,058	60,826	61,587	62,348	63,108	64,143
30	50,704	51,393	51,659	58,816	59,577	61,345	62,105	62,866	63,627	64,662
31	51,033	51,721	51,987	59,335	60,096	61,863	62,624	63,385	64,145	65,180
32	51,361	52,049	52,315	59,853	60,614	62,382	63,143	63,903	64,664	65,699
33	51,689	52,377	52,643	60,372	61,133	62,900	63,661	64,422	65,183	66,218
34	52,017	52,705	52,971	60,890	61,651	63,419	64,180	64,940	65,701	66,736

35   52,345   53,033   53,299   61,409   62,170   63,937   64,698   65,459   66,220   67,255

5 (b) Six hundred dollars shall be paid annually to each classroom teacher who has at least  
6 20 years of teaching experience. The payments: (i) Shall be in addition to any amounts prescribed  
7 in the applicable State Minimum Salary Schedule; (ii) shall be paid in equal monthly installments;  
8 and (iii) shall be considered a part of the state minimum salaries for teachers.

9 (c) Effective July 1, 2019, each classroom teacher providing math instruction in the  
10 teacher's certified area of study for at least 60 percent of the time the teacher is providing  
11 instruction to students shall be considered to have three additional years of experience only for the  
12 purposes of the salary schedule set forth in subsection (a) of this section: *Provided*, That for any  
13 classroom teacher who satisfies these requirements and whose years of experience plus the three  
14 additional years due to them exceeds the years of experience provided for on the salary schedule  
15 shall be paid the additional amount equivalent to three additional years of experience  
16 notwithstanding the maximum experience provided on the salary schedule.

17 (d) Effective July 1, 2019, each classroom teacher certified in special education and  
18 employed as a full-time special education teacher, as defined by the State Superintendent, shall  
19 be considered to have three additional years of experience only for the purposes of the salary  
20 schedule set forth in subsection (a) of this section: *Provided*, That for any classroom teacher who  
21 satisfies these requirements and whose years of experience plus the three additional years due to  
22 them exceeds the years of experience provided for on the salary schedule shall be paid the  
23 additional amount equivalent to three additional years of experience notwithstanding the  
24 maximum experience provided on the salary schedule.

25 (e) In accordance with §18A-4-5 of this code, each teacher shall be paid the supplement  
26 amount as applicable for his or her classification of certification or classification of training and  
27 years of experience as follows, subject to the provisions of that section:

(1) For "4th Class" at zero years of experience, \$1,781. An additional \$38 shall be paid for each year of experience up to and including 35 years of experience;

30 (2) For "3rd Class" at zero years of experience, \$1,796. An additional \$67 shall be paid for  
31 each year of experience up to and including 35 years of experience;

32 (3) For "2nd Class" at zero years of experience, \$1,877. An additional \$69 shall be paid for  
33 each year of experience up to and including 35 years of experience;

34 (4) For "A.B." at zero years of experience, \$2,360. An additional \$69 shall be paid for each  
35 year of experience up to and including 35 years of experience;

36 (5) For "A.B. + 15" at zero years of experience, \$2,452. An additional \$69 shall be paid for  
37 each year of experience up to and including 35 years of experience;

38 (6) For "M.A." at zero years of experience, \$2,644. An additional \$69 shall be paid for each  
39 year of experience up to and including 35 years of experience;

40 (7) For "M.A. + 15" at zero years of experience, \$2,740. An additional \$69 shall be paid for  
41 each year of experience up to and including 35 years of experience;

42 (8) For "M.A. + 30" at zero years of experience, \$2,836. An additional \$69 shall be paid for  
43 each year of experience up to and including 35 years of experience;

44 (9) For "M.A. + 45" at zero years of experience, \$2,836. An additional \$69 shall be paid for  
45 each year of experience up to and including 35 years of experience; and

(10) For "Doctorate" at zero years of experience, \$2,927. An additional \$69 shall be paid for each year of experience up to and including 35 years of experience.

48 These payments: (i) Shall be in addition to any amounts prescribed in the applicable State  
49 Minimum Salary Schedule, any specific additional amounts prescribed in this section and article  
50 and any county supplement in effect in a county pursuant to §18A-4-5a of this code; (ii) shall be  
51 paid in equal monthly installments; and (iii) shall be considered a part of the state minimum  
52 salaries for teachers.

**§18A-4-8a. Service personnel minimum monthly salaries.**

1       (a) Effective July 1, 2024July 1, 2026, the minimum monthly pay for each service  
 2 employee shall be as follows:

3       (1) For school year 2024-20252026-2027 and continuing thereafter, the minimum monthly  
 4 pay for each service employee whose employment is for a period of more than three and one-half  
 5 hours a day shall be at least the amounts indicated in the State Minimum Pay Scale Pay Grade  
 6 Schedule set forth in this subdivision and the minimum monthly pay for each service employee  
 7 whose employment is for a period of three and one-half hours or less a day shall be at least one-  
 8 half the amount indicated in the State Minimum Pay Scale Pay Grade Schedule set forth in this  
 9 subdivision.

STATE MINIMUM PAY SCALE PAY GRADE SCHEDULE								
Years	PAY GRADE							
Exp.	A	B	C	D	E	F	G	H
0	2,377	2,398	2,440	2,493	2,546	2,609	2,641	2,714
1	2,409	2,431	2,472	2,525	2,579	2,642	2,673	2,747
2	2,442	2,463	2,505	2,558	2,611	2,674	2,706	2,779
3	2,474	2,496	2,538	2,591	2,644	2,707	2,739	2,812
4	2,507	2,529	2,570	2,623	2,676	2,740	2,771	2,846
5	2,540	2,561	2,603	2,656	2,709	2,772	2,804	2,878
6	2,572	2,594	2,637	2,689	2,742	2,805	2,837	2,911
7	2,606	2,626	2,669	2,721	2,774	2,838	2,869	2,944
8	2,639	2,659	2,702	2,754	2,807	2,870	2,902	2,976
9	2,671	2,692	2,735	2,788	2,840	2,903	2,934	3,009
10	2,704	2,725	2,767	2,820	2,872	2,937	2,968	3,042
11	2,737	2,758	2,800	2,853	2,905	2,969	3,001	3,074
12	2,769	2,791	2,832	2,886	2,939	3,002	3,033	3,107
13	2,802	2,823	2,865	2,918	2,971	3,034	3,066	3,140
14	2,835	2,856	2,898	2,951	3,004	3,067	3,099	3,172
15	2,867	2,889	2,930	2,983	3,036	3,100	3,134	3,205
16	2,900	2,921	2,963	3,016	3,069	3,132	3,164	3,238
17	2,932	2,954	2,997	3,049	3,102	3,165	3,197	3,271
18	2,965	2,987	3,029	3,084	3,134	3,198	3,229	3,304
19	2,999	3,019	3,062	3,114	3,167	3,230	3,262	3,336

20	3,031	3,052	3,095	3,148	3,200	3,263	3,295	3,370
21	3,064	3,084	3,127	3,180	3,232	3,296	3,327	3,404
22	3,097	3,118	3,160	3,213	3,265	3,329	3,361	3,436
23	3,129	3,151	3,193	3,246	3,299	3,363	3,395	3,470
24	3,162	3,183	3,225	3,278	3,331	3,397	3,428	3,504
25	3,195	3,216	3,258	3,311	3,365	3,429	3,462	3,536
26	3,227	3,249	3,290	3,345	3,399	3,463	3,494	3,570
27	3,260	3,281	3,323	3,377	3,431	3,495	3,528	3,603
28	3,293	3,314	3,357	3,411	3,465	3,529	3,562	3,637
29	3,325	3,348	3,390	3,443	3,498	3,563	3,594	3,671
30	3,359	3,380	3,424	3,477	3,531	3,595	3,628	3,704
31	3,392	3,414	3,458	3,511	3,565	3,629	3,662	3,737
32	3,426	3,447	3,490	3,544	3,597	3,663	3,694	3,771
33	3,460	3,480	3,524	3,578	3,634	3,695	3,728	3,804
34	3,492	3,514	3,558	3,612	3,665	3,729	3,762	3,837
35	3,526	3,548	3,590	3,644	3,697	3,763	3,795	3,871
36	3,560	3,581	3,624	3,678	3,732	3,796	3,829	3,903
37	3,592	3,615	3,658	3,712	3,766	3,830	3,862	3,937
38	3,626	3,647	3,690	3,744	3,798	3,863	3,895	3,971
39	3,660	3,681	3,724	3,778	3,832	3,896	3,929	4,003
40	3,692	3,715	3,757	3,811	3,866	3,930	3,962	4,037

STATE MINIMUM PAY SCALE PAY GRADE SCHEDULE								
Years	PAY GRADE							
Exp.	A	B	C	D	E	F	G	H
0	2,464	2,485	2,527	2,580	2,633	2,696	2,728	2,801
1	2,496	2,518	2,559	2,612	2,666	2,729	2,760	2,834
2	2,529	2,550	2,592	2,645	2,698	2,761	2,793	2,866
3	2,561	2,583	2,625	2,678	2,731	2,794	2,826	2,899
4	2,594	2,616	2,657	2,710	2,763	2,827	2,858	2,933
5	2,627	2,648	2,690	2,743	2,796	2,859	2,891	2,965
6	2,659	2,681	2,724	2,776	2,829	2,892	2,924	2,998
7	2,693	2,713	2,756	2,808	2,861	2,925	2,956	3,031
8	2,726	2,746	2,789	2,841	2,894	2,957	2,989	3,063
9	2,758	2,779	2,822	2,875	2,927	2,990	3,021	3,096
10	2,791	2,812	2,854	2,907	2,959	3,024	3,055	3,129
11	2,824	2,845	2,887	2,940	2,992	3,056	3,088	3,161
12	2,856	2,878	2,919	2,973	3,026	3,089	3,120	3,194

<u>13</u>	<u>2,889</u>	<u>2,910</u>	<u>2,952</u>	<u>3,005</u>	<u>3,058</u>	<u>3,121</u>	<u>3,153</u>	<u>3,227</u>
<u>14</u>	<u>2,922</u>	<u>2,943</u>	<u>2,985</u>	<u>3,038</u>	<u>3,091</u>	<u>3,154</u>	<u>3,186</u>	<u>3,259</u>
<u>15</u>	<u>2,954</u>	<u>2,976</u>	<u>3,017</u>	<u>3,070</u>	<u>3,123</u>	<u>3,187</u>	<u>3,218</u>	<u>3,292</u>
<u>16</u>	<u>2,987</u>	<u>3,008</u>	<u>3,050</u>	<u>3,103</u>	<u>3,156</u>	<u>3,219</u>	<u>3,251</u>	<u>3,325</u>
<u>17</u>	<u>3,019</u>	<u>3,041</u>	<u>3,084</u>	<u>3,136</u>	<u>3,189</u>	<u>3,252</u>	<u>3,284</u>	<u>3,358</u>
<u>18</u>	<u>3,052</u>	<u>3,074</u>	<u>3,116</u>	<u>3,168</u>	<u>3,221</u>	<u>3,285</u>	<u>3,316</u>	<u>3,391</u>
<u>19</u>	<u>3,086</u>	<u>3,106</u>	<u>3,149</u>	<u>3,201</u>	<u>3,254</u>	<u>3,317</u>	<u>3,349</u>	<u>3,423</u>
<u>20</u>	<u>3,118</u>	<u>3,139</u>	<u>3,182</u>	<u>3,235</u>	<u>3,287</u>	<u>3,350</u>	<u>3,382</u>	<u>3,457</u>
<u>21</u>	<u>3,151</u>	<u>3,171</u>	<u>3,214</u>	<u>3,267</u>	<u>3,319</u>	<u>3,383</u>	<u>3,414</u>	<u>3,491</u>
<u>22</u>	<u>3,184</u>	<u>3,205</u>	<u>3,247</u>	<u>3,300</u>	<u>3,352</u>	<u>3,416</u>	<u>3,448</u>	<u>3,523</u>
<u>23</u>	<u>3,216</u>	<u>3,238</u>	<u>3,280</u>	<u>3,333</u>	<u>3,386</u>	<u>3,450</u>	<u>3,482</u>	<u>3,557</u>
<u>24</u>	<u>3,249</u>	<u>3,270</u>	<u>3,312</u>	<u>3,365</u>	<u>3,418</u>	<u>3,484</u>	<u>3,515</u>	<u>3,591</u>
<u>25</u>	<u>3,282</u>	<u>3,303</u>	<u>3,345</u>	<u>3,398</u>	<u>3,452</u>	<u>3,516</u>	<u>3,549</u>	<u>3,623</u>
<u>26</u>	<u>3,314</u>	<u>3,336</u>	<u>3,377</u>	<u>3,432</u>	<u>3,486</u>	<u>3,550</u>	<u>3,581</u>	<u>3,657</u>
<u>27</u>	<u>3,347</u>	<u>3,368</u>	<u>3,410</u>	<u>3,464</u>	<u>3,518</u>	<u>3,582</u>	<u>3,615</u>	<u>3,690</u>
<u>28</u>	<u>3,380</u>	<u>3,401</u>	<u>3,444</u>	<u>3,498</u>	<u>3,552</u>	<u>3,616</u>	<u>3,649</u>	<u>3,724</u>
<u>29</u>	<u>3,412</u>	<u>3,435</u>	<u>3,477</u>	<u>3,530</u>	<u>3,585</u>	<u>3,650</u>	<u>3,681</u>	<u>3,758</u>
<u>30</u>	<u>3,446</u>	<u>3,467</u>	<u>3,511</u>	<u>3,564</u>	<u>3,618</u>	<u>3,682</u>	<u>3,715</u>	<u>3,791</u>
<u>31</u>	<u>3,479</u>	<u>3,501</u>	<u>3,545</u>	<u>3,598</u>	<u>3,652</u>	<u>3,716</u>	<u>3,749</u>	<u>3,824</u>
<u>32</u>	<u>3,513</u>	<u>3,534</u>	<u>3,577</u>	<u>3,631</u>	<u>3,684</u>	<u>3,750</u>	<u>3,781</u>	<u>3,858</u>
<u>33</u>	<u>3,547</u>	<u>3,567</u>	<u>3,611</u>	<u>3,665</u>	<u>3,718</u>	<u>3,782</u>	<u>3,815</u>	<u>3,891</u>
<u>34</u>	<u>3,579</u>	<u>3,601</u>	<u>3,645</u>	<u>3,699</u>	<u>3,752</u>	<u>3,816</u>	<u>3,849</u>	<u>3,924</u>
<u>35</u>	<u>3,613</u>	<u>3,635</u>	<u>3,677</u>	<u>3,731</u>	<u>3,784</u>	<u>3,850</u>	<u>3,882</u>	<u>3,958</u>
<u>36</u>	<u>3,647</u>	<u>3,668</u>	<u>3,711</u>	<u>3,765</u>	<u>3,819</u>	<u>3,883</u>	<u>3,916</u>	<u>3,990</u>
<u>37</u>	<u>3,679</u>	<u>3,702</u>	<u>3,745</u>	<u>3,799</u>	<u>3,853</u>	<u>3,917</u>	<u>3,949</u>	<u>4,024</u>
<u>38</u>	<u>3,713</u>	<u>3,734</u>	<u>3,777</u>	<u>3,831</u>	<u>3,885</u>	<u>3,950</u>	<u>3,982</u>	<u>4,058</u>
<u>39</u>	<u>3,747</u>	<u>3,768</u>	<u>3,811</u>	<u>3,865</u>	<u>3,919</u>	<u>3,983</u>	<u>4,016</u>	<u>4,090</u>
<u>40</u>	<u>3,779</u>	<u>3,802</u>	<u>3,844</u>	<u>3,898</u>	<u>3,953</u>	<u>4,017</u>	<u>4,049</u>	<u>4,124</u>

10 (2) Each service employee shall receive the amount prescribed in the State Minimum Pay  
11 Scale Pay Grade in accordance with the provisions of this subsection according to their class title  
12 and pay grade as set forth in this subdivision:

CLASS TITLE	PAY GRADE
Accountant I	D

Accountant II	E
Accountant III	F
Accounts Payable Supervisor	G
Aide I	A
Aide II	B
Aide III	C
Aide IV	D
Aide V – Temporary Authorization	E
Aide V	F
Aide VI – Temporary Authorization	E
Aide VI	F
Audiovisual Technician	C
Auditor	G
Autism Mentor	F
Braille Specialist	E
Bus Operator	D
Buyer	F
Cabinetmaker	G

Cafeteria Manager	D
Carpenter I	E
Carpenter II	F
Chief Mechanic	G
Clerk I	B
Clerk II	C
Computer Operator	E
Cook I	A
Cook II	B
Cook III	C
Crew Leader	F
Custodian I	A
Custodian II	B
Custodian III	C
Custodian IV	D
Director or Coordinator of Services	H
Draftsman	D

Early Childhood Classroom Assistant Teacher I	E
Early Childhood Classroom Assistant Teacher II	E
Early Childhood Classroom Assistant Teacher III	F
Educational Sign Language Interpreter I	F
Educational Sign Language Interpreter II	G
Electrician I	F
Electrician II	G

Electronic Technician I	F
Electronic Technician II	G
Executive Secretary	G
Food Services Supervisor	G
Foreman	G
General Maintenance	C
Glazier	D
Graphic Artist	D
Groundsman	B
Handyman	B
Heating and Air Conditioning Mechanic I	E
Heating and Air Conditioning Mechanic II	G

Heavy Equipment Operator	E
Inventory Supervisor	D
Key Punch Operator	B
Licensed Practical Nurse	F
Locksmith	G
Lubrication Man	C
Machinist	F
Mail Clerk	D
Maintenance Clerk	C
Mason	G
Mechanic	F
Mechanic Assistant	E
Office Equipment Repairman I	F

Office Equipment Repairman II	G
Painter	E
Paraprofessional	F
Payroll Supervisor	G
Plumber I	E
Plumber II	G
Printing Operator	B
Printing Supervisor	D
Programmer	H
Roofing/Sheet Metal Mechanic	F
Sanitation Plant Operator	G
School Bus Supervisor	E
Secretary I	D
Secretary II	E
Secretary III	F

Sign Support Specialist	E
Supervisor of Maintenance	H
Supervisor of Transportation	H
Switchboard Receptionist	Operator- D
Truck Driver	D
Warehouse Clerk	C
Watchman	B
Welder	F
WVEIS Data Entry and Administrative Clerk	B

13

14 (b) An additional \$12 per month is added to the minimum monthly pay of each service

15 person who holds a high school diploma or its equivalent.

16 (c) An additional \$11 per month also is added to the minimum monthly pay of each service

17 person for each of the following:

18                   (1) A service person who holds 12 college hours or comparable credit obtained in a trade  
19 or vocational school as approved by the state board;

20                   (2) A service person who holds 24 college hours or comparable credit obtained in a trade  
21 or vocational school as approved by the state board;

22                   (3) A service person who holds 36 college hours or comparable credit obtained in a trade  
23 or vocational school as approved by the state board;

24                   (4) A service person who holds 48 college hours or comparable credit obtained in a trade  
25 or vocational school as approved by the state board;

26                   (5) A service employee who holds 60 college hours or comparable credit obtained in a  
27 trade or vocational school as approved by the state board;

28                   (6) A service person who holds 72 college hours or comparable credit obtained in a trade  
29 or vocational school as approved by the state board;

30                   (7) A service person who holds 84 college hours or comparable credit obtained in a trade  
31 or vocational school as approved by the state board;

32                   (8) A service person who holds 96 college hours or comparable credit obtained in a trade  
33 or vocational school as approved by the state board;

34                   (9) A service person who holds 108 college hours or comparable credit obtained in a trade  
35 or vocational school as approved by the state board;

36                   (10) A service person who holds 120 college hours or comparable credit obtained in a  
37 trade or vocational school as approved by the state board.

38                   (d) An additional \$40 per month also is added to the minimum monthly pay of each service  
39 person for each of the following:

40                   (1) A service person who holds an associate's degree;

41                   (2) A service person who holds a bachelor's degree;

42                   (3) A service person who holds a master's degree;

43                   (4) A service person who holds a doctorate degree.

44 (e) An additional \$11 per month is added to the minimum monthly pay of each service  
45 person for each of the following:

46 (1) A service person who holds a bachelor's degree plus 15 college hours;

47 (2) A service person who holds a master's degree plus 15 college hours;

48 (3) A service person who holds a master's degree plus 30 college hours;

49 (4) A service person who holds a master's degree plus 45 college hours; and

50 (5) A service person who holds a master's degree plus 60 college hours.

(f) Each service person is paid a supplement, as set forth in §18A-4-5 of this code, of \$164 per month, subject to the provisions of that section. These payments: (i) Are in addition to any amounts prescribed in the applicable State Minimum Pay Scale Pay Grade, any specific additional amounts prescribed in this section and article and any county supplement in effect in a county pursuant to §18A-4-5b of this code; (ii) are paid in equal monthly installments; and (iii) are considered a part of the state minimum salaries for service personnel.

57 (g) When any part of a school service person's daily shift of work is performed between the  
58 hours of 6:00 p. m. and 5:00 a. m. the following day, the employee is paid no less than an  
59 additional \$10 per month and one half of the pay is paid with local funds.

60 (h) Any service person required to work on any legal school holiday is paid at a rate one  
61 and one-half times the person's usual hourly rate.

62 (i) Any full-time service personnel required to work in excess of their normal working day  
63 during any week which contains a school holiday for which they are paid is paid for the additional  
64 hours or fraction of the additional hours at a rate of one and one-half times their usual hourly rate  
65 and paid entirely from county board funds.

66 (j) A service person may not have his or her daily work schedule changed during the school  
67 year without the employee's written consent and the person's required daily work hours may not  
68 be changed to prevent the payment of time and one-half wages or the employment of another  
69 employee.

70 (k) The minimum hourly rate of pay for extra duty assignments as defined in §18A-4-8b of  
71 this code is no less than one seventh of the person's daily total salary for each hour the person is  
72 involved in performing the assignment and paid entirely from local funds: *Provided*, That an  
73 alternative minimum hourly rate of pay for performing extra duty assignments within a particular  
74 category of employment may be used if the alternate hourly rate of pay is approved both by the  
75 county board and by the affirmative vote of a two-thirds majority of the regular full-time persons  
76 within that classification category of employment within that county: *Provided, however*, That the  
77 vote is by secret ballot if requested by a service person within that classification category within  
78 that county. The salary for any fraction of an hour the employee is involved in performing the  
79 assignment is prorated accordingly. When performing extra duty assignments, persons who are  
80 regularly employed on a one-half day salary basis shall receive the same hourly extra duty  
81 assignment pay computed as though the person were employed on a full-day salary basis.

(I) The minimum pay for any service personnel engaged in the removal of asbestos material or related duties required for asbestos removal is their regular total daily rate of pay and no less than an additional \$3 per hour or no less than \$5 per hour for service personnel supervising asbestos removal responsibilities for each hour these employees are involved in asbestos-related duties. Related duties required for asbestos removal include, but are not limited to, travel, preparation of the work site, removal of asbestos, decontamination of the work site, placing and removal of equipment and removal of structures from the site. If any member of an asbestos crew is engaged in asbestos-related duties outside of the employee's regular employment county, the daily rate of pay is no less than the minimum amount as established in the employee's regular employment county for asbestos removal and an additional \$30 per each day the employee is engaged in asbestos removal and related duties. The additional pay for asbestos removal and related duties shall be payable entirely from county funds. Before service personnel may be used in the removal of asbestos material or related duties, they shall have completed a federal Environmental Protection Act-approved training program and be licensed. The employer shall

96 provide all necessary protective equipment and maintain all records required by the  
97 Environmental Protection Act.

98 (m) For the purpose of qualifying for additional pay as provided in §18A-5-8 of this code, an  
99 aide is considered to be exercising the authority of a supervisory aide and control over pupils if the  
100 aide is required to supervise, control, direct, monitor, escort, or render service to a child or children  
101 when not under the direct supervision of a certified professional person within the classroom,  
102 library, hallway, lunchroom, gymnasium, school building, school grounds, or wherever supervision  
103 is required. For purposes of this section, "under the direct supervision of a certified professional  
104 person" means that certified professional person is present, with and accompanying the aide.